

Project Overview for the Leadership Development Program of Egypt

Egypt

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Management Sciences for Health
Management & Leadership Development Project
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OVERVIEW
Leadership Development Program, Egypt
2002-2003

Led by
The Ministry of Health and Population of Egypt (MOHP)
and
Management Sciences for Health, Management and Leadership Program (MSH)

Leading: “Supporting others to Face Challenges and Achieve Results in complex conditions”

Purpose of the LDPE:

To strengthen leadership and management practices at all levels of the health system (clinic, district, governorate and central) in Egypt, to face adaptive challenges for the provision of efficient decentralized health services.

Objectives:

1. Increase capability of staff for mobilization and best use of resources.
2. Improve the capability of managers to design and implement leadership development projects in their clinics.
3. Create a climate of staff motivation and commitment to continuously improve client services.
4. Enable clinic managers to address the critical client needs in their districts.
5. Build managers' capacity to track performance and results

Timeline: This is a one-year program that begins in June 2002 and ends in June 2003

Program Components of LDPE

Core Team Meetings: These will be held at the Ministry of Health and Population in Cairo to orient MOHP managers in how to lead and sustain the LDPE.

These meeting will be led by LDPE facilitators from both the MOHP and MSH.

District Leadership Workshops: These are two-day educational sessions that will be held at the Governorate in June, September, November, January, March, and May

These workshops will teach leadership capabilities and support participants in designing their *Leadership Development Projects*. They will be important checkpoints for tracking the progress made in the leadership development projects.

These workshops will be led by LDPE facilitators.

Leadership Development Projects: These projects will be designed by participants and carried out at their clinics.

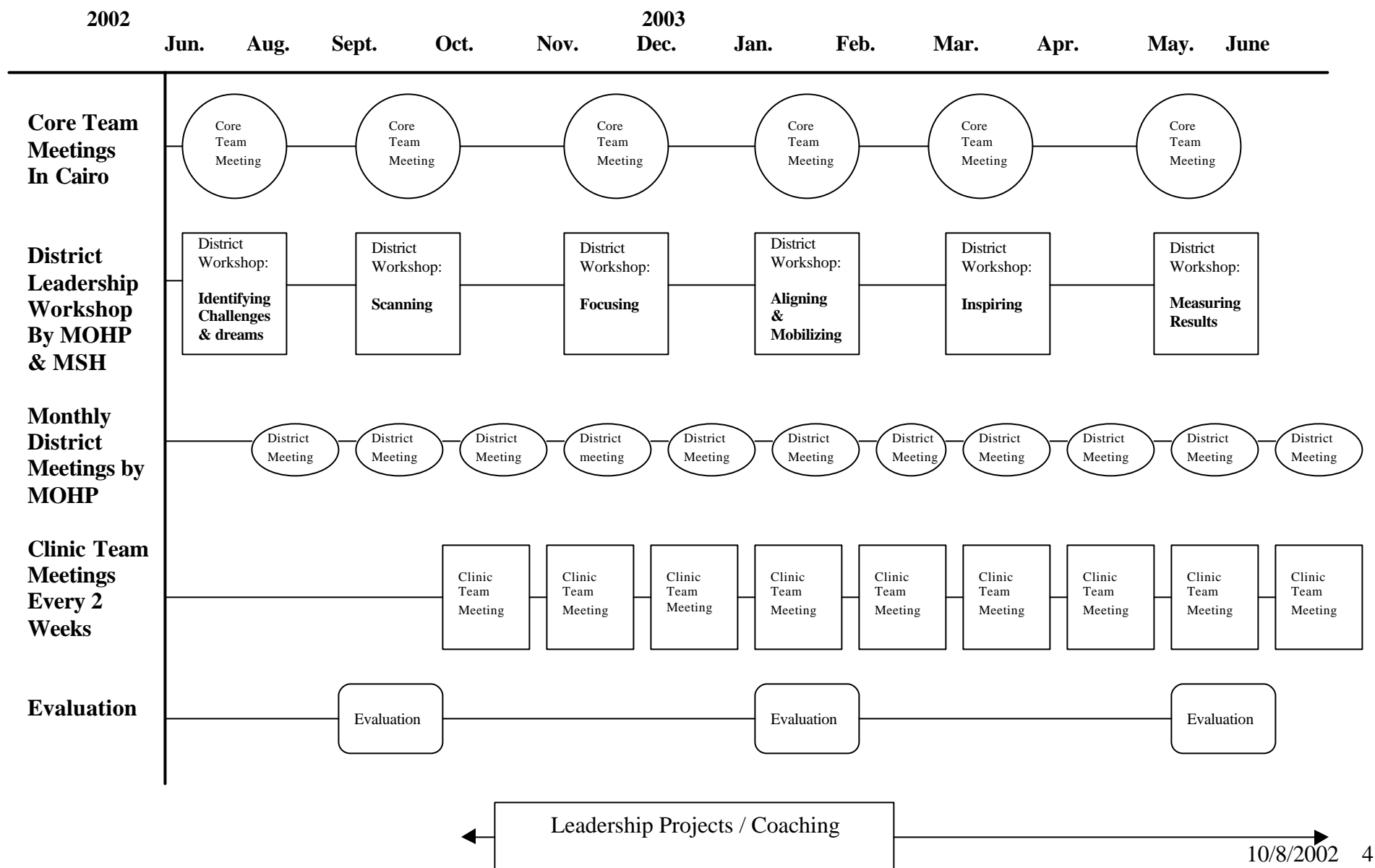
At **Monthly Meetings** led by MOHP managers, participants will receive feedback and support from peers and from the MOHP and the LDPE facilitators. These meetings will also reinforce the learning of the workshops and support participants in monitoring the progress of their projects.

At **Clinic Team Meetings:** These meetings will involve clinic staff in designing and carrying out the *Leadership Development Projects*. These meetings will be led by participants and supported by managers from the MOHP in the Governorate

Evaluation: Evaluation will conducted in four ways:

- Measurable Results achieved through Leadership Development Projects
- Clinic Climate Assessment – assessed by clinic staff
- Egypt MOHP Service Unit Quality Standards

-Client Satisfaction Indicators
LDPE Timeline



LDPE Leadership Workshop Sessions - Outcomes

Workshop I. June Introduction to the Leadership Development Program

- Outcomes:**
1. Introduce participants to the Leading and Managing Framework
 2. Explore the future aspirations (dreams) of participants
 3. Identify the priority challenges in their districts
 4. Identify the areas participants will need to scan to understand their challenges
 5. Provide an overview of the program expectations of the LDPE

Workshop II. September Scanning – Using Tools and processes to scan conditions and existing challenges.

Outcomes: *Participants will:*

- 1. review the Leading and Managing framework to scan their own capabilities and areas for improvement*
- 2. learn tools to scan their current conditions and challenges.*
- 3. learn to implement a Clinic Climate Survey to assess the level of support and staff commitment.*
- 4. identify the investigations they need to make to confirm priorities and clarify the results they expect as a result of implementing the Leadership Development Projects in their clinics*

Workshop III. November: Focusing

Outcomes:

1. Participants will select specific challenges and set their goals accordingly
2. Participants will create project plans to carry out their goals
3. Participants will learn how to inspire their teams by including them in setting specific goals

Workshop IV. January: Aligning and Mobilizing

- Outcomes:**
1. Participants will learn how to enroll their staff and other key stakeholders in supporting their goals
 2. Participants will learn how to monitor progress weekly
 3. Participants will learn how to inspire others through acknowledgement.

Workshop V. March: Inspiring to Achieve Results

Outcomes: Participants will learn how to measure results and improvements.

Workshop VI. May: Monitoring and Evaluation

Outcomes: Participants will assess their progress and the gaps that still exist.

Leadership Development Principles

1. Leadership is enabling groups of people to face challenges and to achieve results in complex conditions. The commitment of leadership is measured by the results produced.
2. Leading and managing are commitments and practices that are carried out by managers who lead at all levels of organizations and programs.
3. Leadership development is a process, over time, that works best when it is owned by the MOHP and addresses critical organizational challenges.
4. Leadership commitments and practices can be improved through a process of facing challenge, and receiving feedback and support.